DOCUMENT RESUME

ED 405 363 TM 026 202

TITLE	Professional Salary Schedules, Maryland Public Schools 1996-97.
INSTITUTION	Maryland State Dept. of Education. Baltimore. Div. of Planning, Results and Information Management.
REPORT NO	MSDE-PRIM-04100(R)250
PUB DATE	Oct 96
NOTE	29p.; For related documents, see TM 026 201-203.
PUB TYPE	Statistical Data (110)
EDRS PRICE	MF01/PC02 Plus Postage.
DESCRIPTORS	*Administrators; Bachelors Degrees; Educational Administration; Elementary Secondary Education; Higher Education; Masters Degrees; *Professional Personnel; Public Schools; *Salaries; *School Personnel; State Departments of Education; Tables (Data); Teacher Certification
IDENTIFIERS	*Maryland

ABSTRACT

Information is presented about the salary schedules for teachers and administrators in the Maryland public schools in the 1996-97 school year. The tables include data about: (1) maximum salaries for 12-month professional positions; (2) salary range for 10-month teachers; (3) salary schedules for Maryland public school teachers with a Bachelor's degree and standard professional certificate; (4) salary schedules for Maryland public school teachers with a Master's degree; (5) salaries for 12-month principals; (6) salaries for vice/assistant principals; and (7) salaries for instructional supervisors. (SLD)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

TM026202

ED 405 363

Professional Salary Schedules
Maryland Public Schools
1996-97

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☒ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY

G. A. CLENSON

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

Maryland State Department of Education
Division of Planning, Results, and Information Management
200 West Baltimore Street
Baltimore, MD 21201-2595
(410) 767-0031

MSDE-PRIM 04100(R)250 10/96

TM026202

MARYLAND STATE BOARD OF EDUCATION

Christopher T. Cross
President

Rose LaPlaca
Vice President

Edward Andrews
Philip S. Benzil
George W. Fisher, Sr.
Morris Jones
Adrienne L. Ottaviani
Harry D. Shapiro
Walter Sondheim, Jr.
John Wisthoff
Edmonia T. Yates
Tiffany Butcher *(Student Member)*

Nancy S. Grasmick
Secretary-Treasurer of the Board
State Superintendent of Schools

A. Skipp Sanders
Deputy State Superintendent for Administration

Richard Steinke
Deputy State Superintendent for School Improvement

Mark Moody
Assistant State Superintendent
Division of Planning, Results, and Information Management

The Maryland State Department of Education does not discriminate on the basis of race, color, sex, age, national origin, religion, or disability in matters affecting employment or in providing access to programs. For inquiries related to departmental policy, please contact the Equity Assurance and Compliance Branch, Maryland State Department of Education, 200 West Baltimore Street, Baltimore, MD 21201, (410) 767-0426 - Voice, (410) 333-6442 - TTY/TDD, (410) 333-2226 - Fax.

Professional Salary Schedules
Maryland Public Schools
1996-97

Contents

Table		Page
1	Maximum Salaries for Twelve-Month Professional Positions	1
2	Salary Range for Ten-Month Teachers	4
3	Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and SPC	5
4	Salary Schedules for Maryland Public School Teachers with a Master's Degree	7
5	Salaries for Twelve-Month Principals	9
6	Salaries for Vice/Assistant Principals	10
7	Salaries for Instructional Supervisors	11

Table 1

1996-97 Maximum* Salaries for Twelve-Month Professional Positions in Maryland Public Schools

Local Unit	Superintendent	Deputy Superintendent	Associate Superintendent	Asst, Area Superintendent	Director
Allegany	$91,052	$ -	$ -	$ -	$65,901
Anne Arundel	101,721	-	@ 98,721	@ 89,582	@ 81,267
Baltimore City	140,000	^ 116,600	^ 102,400	93,000	86,200
Baltimore	121,000	98,600	91,000	85,000 Area	75,500
Calvert	99,000	94,223	-	91,050	88,500
Caroline	88,046	-	-	^ 76,977	^ 72,453
Carroll	125,454	-	-	^ 92,614	^ 85,781
Cecil	87,481	-	-	^ 77,809	^ 73,091
Charles	95,000	-	-	@ 86,993 Regional	^ 72,751
				84,235 Area	
Dorchester	85,000	-	-	69,291	66,482
Frederick	96,000	-	80,426	81,220	75,835
Garrett	76,370	-	-	^ 70,890	^ 67,096
Harford	105,000	82,660	-	70,630	70,630
Howard	121,740	-	97,216	-	^ 104,270 Exec. Dir.
					^ 94,780
Kent	80,494	-	-	76,124	-
Montgomery	145,320	123,522	101,843	-	93,279
Prince George's	125,000	^ 112,610	^ 99,444	-	^ 84,325
Queen Anne's	112,700	-	-	81,900	-
St. Mary's	85,000	-		^ 88,375	^ 83,617
Somerset	82,425	-	-	^ 60,236	@ 58,762
Talbot	86,356	-	-	-	@ 75,063
Washington	90,200	-	-	77,600	69,579
Wicomico	87,500	-	-	75,460	72,140
Worcester	84,000	-	-	78,086	-

*Salaries for superintendents are generally determined through negotiations with the local board of education

@Position maximum; one or more encumbents have reached maximum

^Position maximum; one or more encumbents have not reached maximum

Table 1 (continued)

1996-97 Maximum Salaries for Twelve-Month Professional Positions in Maryland Public Schools

Local Unit	Instructional Supervisor				Specialist				Instructional Coordinator			
	Master's	Master's +30	Master's +60	Doctorate	Master's	Master's +30	Master's +60	Doctorate	Master's	Master's +30	Master's +60	Doctorate
Allegany	$59,309	$60,544	$61,515	$63,326	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Anne Arundel	-	-	-	-	76,799	-	-	-	76,799	-	-	-
Baltimore City	71,749	-	-	-	62,605	-	-	-	67,687	-	-	-
Baltimore	65,500	-	-	66,500	61,500	-	-	62,500	68,500	-	-	69,500
Calvert	75,500	-	-	-	-	-	-	-	69,500	-	-	-
Caroline	65,961	66,618	-	67,929	-	-	-	-	59,176	59,833	-	61,144
Carroll	71,323	73,507	74,687	75,867	-	-	-	-	64,826	67,010	68,190	69,370
Cecil	63,693	66,293	66,993	67,193	-	-	-	-	-	-	-	-
Charles	-	-	-	-	56,822	57,323	-	57,623	66,416	66,916	-	67,216
Dorchester	64,983	-	-	-	-	-	-	-	59,983	-	-	-
Frederick	65,274	-	-	66,274	65,274	-	-	66,274	59,938	-	-	60,938
Garrett	63,260	64,010	64,760	65,510	-	-	-	-	-	-	-	-
Harford	61,647	66,766	-	66,866	-	-	-	-	-	-	-	-
Howard	72,690	-	-	-	-	-	-	-	79,800	-	-	-
Kent	67,671	68,271	68,871	69,471	-	-	-	-	-	-	-	-
Montgomery	82,531	-	-	-	-	-	-	-	82,531	-	-	-
Prince George's	71,766	-	-	72,766	-	-	-	-	69,689	-	-	-
Queen Anne's	69,072	69,342	-	70,742	-	-	-	-	-	-	-	-
St. Mary's	64,667	66,167	66,667	67,167	-	-	-	-	54,645	56,145	56,645	57,145
Somerset	56,411	-	-	57,251	-	-	-	-	54,540	-	-	55,380
Talbot	-	-	-	-	*	*	*	*	66,566	-	-	68,066
Washington	64,329	-	-	-	-	-	-	-	60,054	-	-	-
Wicomico	60,950	62,650	-	63,650	-	-	-	-	52,820	54,520	-	55,520
Worcester	65,699	68,054	-	70,413	-	-	-	-	59,221	61,336	-	63,445

*Specialists are 11-month employees

NOTE: When no salary is shown, the maximum salary for the preceding level of preparation applies until the next recognized level is achieved.

Table 1 (continued)

1996-97 Maximum Salaries for Twelve-Month* Professional Positions in Maryland Public Schools

Local Unit	Principal@				Assistant/Vice Principal @			
	Master's	Master's +30	Master's +60	Doc-torate	Master's	Master's +30	Master's +60	Doc-torate
Allegany	$60,700	$61,935	$62,906	$64,717	$48,285	$49,520	$50,491	$52,302
Anne Arundel	82,158	-	-	-	72,335	-	-	-
Baltimore City	83,779	-	-	-	62,605	-	-	-
Baltimore	72,500	-	-	73,500	64,500	-	-	65,500
Calvert	85,500	-	-	-	72,500	-	-	-
Caroline	70,485	71,142	-	72,453	61,437	62,094	-	63,405
Carroll	75,660	77,844	79,024	80,204	66,988	69,172	70,352	71,532
Cecil	67,232	69,832	70,532	70,732	57,795	60,395	61,095	61,295
Charles	78,592	79,092	-	79,392	58,852	59,352	-	59,652
Dorchester	66,482	-	-	-	52,986	-	-	-
Frederick	74,359	-	-	75,359	65,274	-	-	66,274
Garrett	64,846	65,596	66,346	67,096	49,763	50,513	51,263	52,103
Harford	65,668	70,787	-	71,387	59,636	64,755	-	65,355
Howard	79,552	-	-	-	72,627	-	-	-
Kent	68,688	69,288	69,888	70,488	63,567	64,167	64,767	65,367
Montgomery	93,279	-	-	-	78,200	-	-	-
Prince George's	83,200	-	-	84,200	70,491	-	-	71,491
Queen Anne's	71,700	71,970	-	73,370	63,378	63,648	-	65,048
St Mary's	76,633	78,133	78,633	79,133	62,871	64,371	64,871	65,371
Somerset	56,676	-	-	57,516	47,767	-	-	48,504
Talbot	67,949	-	-	69,449	50,380	-	-	53,460
Washington	69,579	-	-	-	61,856	-	-	-
Wicomico	64,080	65,780	-	66,780	55,850	57,550	-	58,550
Worcester	69,478	71,972	-	74,471	61,380	63,575	-	52,774

*Assistant/Vice principals are 11-month in Allegany, Charles and Garrett; 10.5-month in Somerset; and 10-month in Dorchester
@See Tables 5 and 6 for additional information

NOTE When no salary is shown, the maximum salary for the preceding level of preparation applies until the next recognized level is achieved

BEST COPY AVAILABLE

Table 2

1996-97 Salary Range for Ten-Month Teachers in Maryland Public Schools
By Level of Educational Attainment

Local Unit	Minimum-Bachelor's Degree-Step 1	Maximum*						
		Bachelor's with Standard Professional Certificate (SPC)	Advanced Professional Certificate (APC)	Master's	Master's + APC	Master's + 30	Master's + 60@	Doctorate
Allegany	$23,729	$38,858	$41,989	$38,858	$41,989	$43,224	$44,195	$46,006
Anne Arundel	25,827	39,123	51,550	51,550	52,165	54,517	-	56,935
Baltimore City	24,684	45,318	-	47,790	-	49,501	-	50,778
Baltimore	26,500	33,946	48,006	48,006	-	50,941	51,788	52,521
Calvert	26,867	41,556	55,335	55,335	-	58,193	-	-
Caroline	26,910	44,585	46,822	48,147	-	48,943	-	49,838
Carroll	25,537	39,922	49,718	-	-	51,922	53,013	-
Cecil	26,262	44,832	46,232	46,232	46,732	47,432	48,132	48,332
Charles	27,430	36,119	51,279	52,363	-	52,863	-	53,163
Dorchester	25,307	28,932	43,208	45,172	-	47,671	-	48,512
Frederick	26,276	37,920	49,344	49,344	-	51,778	-	52,778
Garrett	23,567	29,673	41,077	30,673	42,097	42,847	43,597	44,347
Harford	26,862	36,213	44,340	46,049	-	50,315	-	50,815
Howard	26,915	39,015	53,460	54,540	-	55,620	-	56,700
Kent	25,798	34,366	48,235	48,235	49,623	50,354	51,108	51,860
Montgomery	29,512	39,737	-	58,769	-	60,911	61,931	-
Prince George's	27,144	38,160	-	54,080	-	56,470	57,666	58,066
Queen Anne's	26,718	31,098	49,800	-	50,500	51,040	51,310	51,600
St. Mary's	28,003	39,109	47,899	47,899	48,877	51,087	53,568	-
Somerset	25,621	35,031	41,491	-	42,606	-	-	43,306
Talbot	26,500	30,500	46,600	49,800	-	50,300	51,700	52,600
Washington	25,075	38,030	44,179	44,179	44,179	45,318	45,687	45,932
Wicomico	25,760	41,630	44,430	-	45,870	47,240	-	48,330
Worcester	26,849	35,633	45,322	46,985	46,985	48,648	-	50,314

* Salary increments available only to select persons employed prior to stipulated dates are not shown above

@ Masters + 45 in St. Mary's

NOTE: When no salary is shown, the maximum salary for the preceding level of preparation applies until the next recognized level is achieved.

Table 3

1996-97 Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate

Step on Scale	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	$23,729	$25,827	$24,684	$26,500	$26,867	$26,910	$25,537	$26,282	$27,430	$25,307	$26,276	$23,567
2	24,459	26,376	25,171	26,700	31,071	26,910	26,226	26,382	27,430	25,307	26,403	24,245
3	25,451	27,362	25,927	27,400	31,453	27,155	26,451	26,682	28,390	25,527	26,767	24,924
4	26,477	28,806	26,704	28,334	32,141	27,872	27,676	27,182	29,383	25,527	27,984	25,602
5	27,536	30,342	27,506	29,461	33,924	28,825	28,900	27,882	30,412	25,747	29,201	26,280
6	28,600	31,792	28,330	30,482	35,279	29,782	30,125	28,882	31,476	26,240	30,418	26,958
7	29,643	33,240	29,181	31,503	36,723	30,738	31,350	29,882	32,578	26,880	31,634	27,637
8	30,653	34,691	30,055	32,524	38,122	31,692	32,574	30,932	33,718	27,646	32,851	28,315
9	31,677	36,137	30,957	33,524	39,481	32,680	33,799	32,032	34,898	28,289	34,068	28,993
10	32,773	37,588	31,885	33,946	41,556	33,684	35,023	33,132	36,119	28,932	35,284	29,673
11	33,711	39,123	32,842	-	-	34,688	36,248	34,232	-	-	36,501	-
12	34,843	-	34,229	-	-	35,689	37,473	35,332	-	-	37,718	-
13	35,884	-	-	-	-	36,693	38,697	36,432	-	-	37,920	-
14	36,928	-	-	-	-	38,845	39,922	37,532	-	-	-	-
15	-	-	42,804	-	-	40,543	-	38,632	-	-	-	-
16	-	-	43,065	-	-	-	-	39,732	-	-	-	-
17	-	-	43,326	-	-	-	-	40,832	-	-	-	-
18	-	-	43,588	-	-	-	-	-	-	-	-	-
19	-	-	43,848	-	-	-	-	42,332	-	-	-	-
20	-	-	44,112	-	-	41,903	-	-	-	-	-	-
21	37,893	-	44,353	-	-	-	-	-	-	-	-	-
22	-	-	44,594	-	-	-	-	-	-	-	-	-
23	-	-	44,835	-	-	-	-	-	-	-	-	-
24	-	-	45,077	-	-	-	-	44,832	-	-	-	-
25	-	-	45,318	-	-	43,244	-	-	-	-	-	-
26	38,858	-		-	-	-	-	-	-	-	-	-
30	-	-		-	-	44,585	-	-	-	-	-	-

Table 3 (continued)

1996-97 Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate

Step on Scale	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	$26,862	$26,915	$25,798	$29,512	$27,144	$26,718	$28,003	$25,621	$26,500	$25,075	$25,760	$26,849
2	27,097	26,960	25,798	29,823	27,144	27,156	28,174	26,178	26,500	25,075	25,760	27,200
3	27,452	27,287	27,482	30,135	27,144	28,032	28,483	26,735	27,000	25,262	26,430	27,455
4	27,804	28,474	28,192	30,447	27,775	28,470	28,792	27,514	27,500	26,174	27,070	27,959
5	28,158	29,941	29,260	31,998	28,505	28,908	29,428	28,294	28,000	27,086	27,740	28,760
					29,884							
6	28,759	31,156	30,157	33,546		29,346	30,633	29,074	28,500	27,998	28,410	29,688
7	29,874	32,371	31,243	35,093	31,263	29,784	31,835	29,965	29,000	28,910	29,170	30,615
8	30,987	33,586	32,326	36,646	32,644	30,222	33,036	30,633	29,500	29,822	29,940	31,541
9	32,101	34,801	32,850	38,190	34,022	30,660	34,180	31,413	30,000	30,734	30,710	32,588
10	33,213	36,016	34,366	39,737	35,402	31,098	35,521	32,304	30,500	31,646	31,720	33,633
11	-	37,231	-	-	36,782	-	35,521	32,750	-	32,558	32,700	-
12	-	38,446	-	-	38,160	-	-	32,918	-	33,470	33,920	-
13	-	39,015	-	-	-	-	-	-	-	34,382	35,120	-
14	-	-	-	-	-	-	-	-	-	-	36,890	-
18	-	-	-	-	-	-	36,232	-	-	-	-	-
19	-	-	-	-	-	-	-	-	-	35,294	38,320	-
20	34,213	-	-	-	-	-	36,956	33,085	-	36,206	-	-
21	-	-	-	-	-	-	-	34,058	-	37,118	-	-
22	-	-	-	-	-	-	-	35,031	-	-	-	-
23	-	-	-	-	-	-	-	-	-	-	39,970	-
24	-	-	-	-	-	-	37,695	-	-	-	-	-
25	35,213	-	-	-	-	-	-	-	-	38,030	-	-
27	-	-	-	-	-	-	38,341	-	-	-	-	-
28	-	-	-	-	-	-	-	-	-	-	41,630	-
30	36,213	-	-	-	-	-	39,109	-	-	-	-	-

19

18

Table 4

1996-97 Salary Schedules for Maryland Public School Teachers with a Master's Degree

Step on Scale	Allegany*	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett*
1	24,548	$26,942	$26,049	$28,000	$27,524	$28,825	$26,697	$27,682	$29,878	$25,307	$28,326	$ -
2	25,278	28,386	26,563	28,200	31,754	28,825	27,921	27,782	29,878	25,307	28,582	-
3	26,270	29,829	27,360	29,000	33,924	29,782	29,145	28,082	30,849	25,840	29,201	-
4	28,824	31,282	28,180	30,262	35,279	30,738	30,371	28,582	31,852	29,080	30,418	28,760
5	29,938	32,730	29,026	31,578	36,723	31,692	31,594	29,282	32,887	30,023	31,634	29,438
6	31,068	34,172	29,897	32,894	38,122	32,680	32,819	30,282	33,956	30,833	32,851	30,117
7	32,215	35,630	30,793	34,211	39,481	33,684	34,045	31,282	35,059	31,643	34,068	30,795
8	33,345	37,164	31,717	35,526	40,924	34,688	35,268	32,332	36,199	32,740	35,284	31,473
9	34,475	38,610	32,670	36,842	42,415	35,689	36,493	33,432	37,375	33,554	36,501	32,151
10	35,624	40,059	33,649	38,160	44,402	36,693	37,718	34,532	38,590	34,366	37,718	33,847
11	36,684	41,506	34,659	39,476	45,848	37,695	38,942	35,632	39,844	35,483	38,934	34,526
12	37,815	42,958	36,621	40,791	47,295	38,699	40,167	36,732	41,139	36,300	40,151	35,205
13	38,964	-	-	42,108	48,649	39,699	41,391	37,832	42,476	37,117	41,368	35,883
14	40,059	-	-	42,733	50,048	42,211	42,616	38,932	43,857	38,902	42,585	36,561
15	-	45,106	44,932	-	-	44,088	43,841	40,032	45,282	39,872	43,801	37,239
16	-	-	45,227	43,358	-	-	-	41,132	-	-	44,001	38,705
17	-	-	45,521	-	-	-	-	42,232	-	40,832	44,045	-
18	-	-	45,816	-	-	-	-	-	46,414	-	45,261	-
19	-	-	46,111	44,520	-	-	45,800	43,732	-	-	45,461	-
20	-	47,254	46,409	-	52,523	45,441	-	-	-	42,366	46,417	40,402
21	41,024	-	46,684	-	-	-	47,759	-	47,574	-	46,617	-
22	-	-	46,959	45,682	-	-	-	-	-	43,759	47,755	-
23	-	-	47,234	-	-	-	-	-	-	-	47,955	-
24	-	-	47,509	-	-	-	49,718	46,232	49,119	-	-	-
25	-	49,402	47,790	46,844	53,999	46,794	-	-	-	-	49,344	42,097
26	41,989	-	-	-	-	-	-	-	-	-	-	-
27	-	-	-	-	-	-	-	-	50,715	45,172	-	-
28	-	-	-	46,844	-	-	-	-	-	-	-	-
30	-	51,550	-	-	55,335	48,147	-	-	52,363	-	-	-

*Advanced Professional Certificate is required for placement on this scale.

NOTE: LEAs vary in rewarding achievements for advanced certification and advanced preparation; interim schedules may exist for combinations of Master's or Master's equivalent with or without an APC.

BEST COPY AVAILABLE

Table 4 (continued)

1996-97 Salary Schedules for Maryland Public School Teachers with a Master's Degree

Step on Scale	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's*	St. Mary's	Somerset*	Talbot	Washington	Wicomico*	Worcester*
1	$28,041	$27,283	$28,137	$31,957	$32,032	$ -	$28,782	$25,621	$29,500	$25,936	$28,970	$30,105
2	28,276	27,707	28,137	32,235	32,032	-	28,950	26,178	29,500	25,936	28,970	30,499
3	28,630	28,637	29,278	32,512	32,032	-	29,257	26,735	30,500	26,851	29,630	30,786
4	29,272	30,200	29,914	34,321	32,373	30,484	29,746	29,631	31,300	27,763	30,300	31,066
5	30,522	32,452	30,999	36,124	33,102	30,922	31,036	30,411	32,100	28,675	30,950	31,868
6	31,776	33,928	32,103	37,935	34,482	31,798	32,237	31,190	32,900	29,587	31,620	32,795
7	33,029	35,278	33,188	39,735	35,862	32,674	33,440	32,082	33,700	30,499	32,270	33,724
8	34,279	36,628	34,311	41,539	37,240	33,550	34,639	32,750	34,500	31,411	33,050	34,649
9	35,534	37,978	35,320	43,352	38,620	34,426	35,846	33,530	35,300	32,323	34,020	35,696
10	36,786	39,328	36,612	45,157	39,999	35,740	37,124	34,421	36,100	33,235	35,030	36,740
11	38,039	40,678	37,735	46,962	41,378	37,054	38,730	35,200	37,000	34,147	36,120	37,912
12	39,291	42,028	38,895	48,765	42,758	38,368	39,852	35,980	38,000	35,059	37,340	39,203
13	40,543	43,378	40,129	50,576	44,138	40,120	40,819	36,872	39,000	35,971	38,670	40,493
14	41,793	44,728	41,126	52,381	45,516	42,310	42,100	37,763	40,300	36,883	40,900	42,739
15	43,049	46,796	43,832	53,428	46,896	44,500	43,383	38,736	41,700	37,795	-	44,985
16	-	48,060	45,147	54,824	47,356	-	-	-	43,100	38,707	-	-
17	-	-	-	56,219	47,815	46,000	-	-	43,300	39,619	-	-
18	-	49,209	-	57,615	48,276	-	44,251	-	43,500	40,531	-	
19	-	50,220	-	58,769	48,734	-	-	-	43,700	41,440	42,450	-
20	44,049	-	-	-	49,195	-	45,136	40,649	44,000	42,355	-	45,485
21	-	51,369	46,728	-	49,885	47,500	-	41,633	44,200	43,267	-	-
22	-	52,380	-	-	-	-	-	42,606	44,400	-	-	-
23	-	-	-	-	-	-	-	-	44,600	-	44,110	-
24	-	-	-	-	-	49,000	46,039	-	44,900	-	-	-
25	45,049	53,529	48,235	-	50,440	-	-	-	45,100	44,179	-	45,985
26	-	54,540	-	-	54,080	-	-	-	45,300	-	-	-
27	-	-	-	-	-	50,500	46,959	-	45,600	-	-	-
28	-	-	-	-	-	-	-	-	49,800	-	45,870	-
29	-	-	-	-	-	-	-	-	-	-	-	-
30	46,049	-	-	-	-	-	47,899	-	-	-	-	46,485
35	-	-	-	-	-	-	-	-	-	-	-	46,985

*Advanced Professional Certificate is required for placement on this scale

NOTE: LEAs vary in rewarding achievements for advanced certification and advanced preparation; interim schedules may exist for combinations of Master's or Master's equivalent with or without an APC.

Table 5

Basis of 1996-97 Salaries for Twelve-Month Principals in Maryland Public School Systems

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	$50,632	$64,717	School size, level of preparation, and years of experience
Anne Arundel	45,395	82,158	School size and years of experience
Baltimore City	51,889	83,419	Salary schedule based on responsibility
Baltimore	63,500	73,500	School size, years of experience, and possession of Doctorate
Calvert	73,500	85,500	Years of experience
Caroline	49,152	72,453	School size, level of preparation, and years of experience
Carroll	42,825	80,204	School size, level of preparation, and years of experience
Cecil	46,395	70,732	School size, level of preparation, and years of experience
Charles	52,705	79,392	School type, level of preparation, and years of experience
Dorchester	53,082	66,482	School type and years of experience
Frederick	43,820	75,359	Years of experience and possession of Doctorate
Garrett	49,089	67,096	School size, level of preparation, and years of experience
Harford	42,153	71,387	School size, school type, level of preparation, and years of experience
Howard	54,470	79,552	School type and years of experience
Kent	52,439	70,488	School size, level of preparation, and years of experience
Montgomery	67,103	93,279	School type and years of experience
Prince George's	60,191	84,200	School type, years of experience, and possession of Doctorate
Queen Anne's	56,064	73,370	School size, level of preparation, and years of experience
St. Mary's	45,886	79,133	School size, level of preparation, and years of experience
Somerset	37,971	57,516	School size, years of experience, possession of Doctorate, and contract period
Talbot	56,408	69,449	School size, level of preparation, years of experience, and possession of Doctorate
Washington	50,294	69,579	School size/level and years of experience
Wicomico	53,320	66,780	School size, level of preparation, and years of experience
Worcester	43,213	74,471	School size/level, level of preparation, and years of experience

Table 6

Basis of 1996-97 Salaries for Vice/Assistant Principals in Maryland Public School Systems

Local Unit	Salary Minimum	Salary Maximum	Salary Determinants
Allegany*	$40,370	$52,302	School size, level of preparation, and years of experience
Anne Arundel	42,046	72,335	School size and years of experience
Baltimore City	47,991	65,405	Salary schedule based on negotiated agreement
Baltimore @	51,282	65,500	School size, years of experience, and possession of Doctorate
Calvert	52,500	72,500	Years of experience
Caroline ^	43,691	63,405	School type/size, level of preparation, years of experience, and contract months
Carroll	40,667	71,532	School type, level of preparation, and years of experience
Cecil	41,677	61,295	School size, level of preparation, and years of experience
Charles	43,551	59,382	School type, level of preparation, and years of experience
Dorchester@	43,282	52,986	School type and years of experience
Frederick	40,227	66,274	Years of experience and possession of Doctorate
Garrett*	37,179	52,013	Level of preparation and years of experience
Harford	37,217	65,355	School type, level of preparation, and years of experience
Howard	42,225	72,627	School type and years of experience
Kent ^	48,615	65,367	Level of preparation, years of experience, and contract months
Montgomery	59,385	78,200	School type and years of experience
Prince George's*	50,931	71,491	School type, years of experience, and possession of Doctorate
Queen Anne's	49,932	65,048	School type, level of preparation, and years of experience
St Mary's	39,581	65,371	School type, level of preparation, years of experience, and contract months
Somerset^	31,761	48,504	School size, years of experience, and possession of Doctorate
Talbot*	33,550	53,460	School type/size, years of experience, and possession of Doctorate
Washington	44,329	61,856	School type, years of experience, and contract months
Wicomico	44,770	58,550	School size, level of preparation, and years of experience
Worcester	38,559	65,774	School size/level, level of preparation, and years of experience

*Eleven-month
@Ten-month
^Ten and 1/2-month

Table 7

Basis of 1996-97 Salaries for Supervisors* in Maryland Public School Systems

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	$53,379	$63,326	Level of preparation and years of experience
Anne Arundel	45,395	76,799	Years of experience
Baltimore City	51,889	70,487	Salary schedule based on negotiated agreement
Baltimore	63,500	66,500	Years of experience and possession of Doctorate
Calvert	66,500	75,500	Years of experience
Caroline	47,332	67,929	Level of preparation and years of experience
Carroll	47,169	75,867	Level of preparation and years of experience
Cecil	52,293	67,193	Level of preparation and years of experience
Charles	51,771	71,951	Level of preparation and years of experience
Dorchester	53,082	64,983	Years of experience
Frederick	43,820	66,274	Years of experience and possession of Doctorate
Garrett	50,675	65,510	Level of preparation and years of experience
Harford	44,519	66,866	Level of preparation and years of experience
Howard	51,794	72,690	Years of experience
Kent	52,439	69,471	Level of preparation and years of experience
Montgomery	61,731	82,531	Area of responsibility and years of experience
Prince George's	57,876	72,766	Years of experience, contract months, and possession of Doctorate
Queen Anne's	57,816	70,742	Level of preparation and years of experience
St Mary's	45,886	67,167	Level of preparation and years of experience
Somerset	40,841	57,251	Years of experience and possession of Doctorate
Talbot	58,066	68,066	Years of experience and possession of Doctorate
Washington	52,306	64,329	Years of experience
Wicomico	54,950	63,650	Level of preparation and years of experience
Worcester	45,125	70,413	Level of preparation and years of experience

*Equivalent position in Anne Arundel, Baltimore City, and Talbot is Coordinator